

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

BEFORE THE STATE OF INDIANA

CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF JANUARY 22, 2016

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Steven A. Ramos,
Chairman, taken before me, Lindy L. Meyer, Jr., a
Notary Public in and for the State of Indiana,
County of Shelby, at the Indiana Government
Center South, Conference Center, Rooms 1 & 2,
402 West Washington Street, Indianapolis,
Indiana, on Friday, January 22, 2016 at
1:12 o'clock p.m.

- - -

William F. Daniels, RPR/CP CM d/b/a
ACCURATE REPORTING OF INDIANA
12922 Brighton Avenue
Carmel, Indiana 46032
(317) 848-0088

1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Steven A. Ramos, Chairman
4 Sheryl Edwards
5 Michelle Gough McKeown
6 Ahmed Young

7 INDIANA CIVIL RIGHTS COMMISSION
8 By Akia Haynes, Deputy Director
9 Indiana Government Center North
10 100 North Senate Avenue, Room N103
11 Indianapolis, Indiana 46204
12 On behalf of the Commission.

13 OTHER COMMISSION STAFF PRESENT:

14 Noell Allen
15 Angela Blackwell
16 Christine Meyer
17 Debbie Rincones-Chavez

18 - - -

19
20
21
22
23

1 1:12 o'clock a.m.
2 January 22, 2016

3 - - -

4 CHAIRMAN RAMOS: I would like to call
5 the meeting to order of the Indiana Civil Rights
6 Commission for January 22nd, 2016.

7 Good afternoon, everyone.

8 COMM. EDWARDS: Good afternoon.

9 MS. HAYNES: Good afternoon.

10 CHAIRMAN RAMOS: We do have the
11 agenda in front of us, so -- and we also have a
12 quorum, so we're good with that. Madam Chair may
13 be joining us here shortly, but in the interim, I
14 will take over that role. So, if we look at the
15 agenda, what we have really starts into our
16 approval and adoption of the minutes, so if
17 everybody's had a chance to review the minutes,
18 I'd like a motion to approve the minutes.

19 COMM. YOUNG: So moved.

20 CHAIRMAN RAMOS: I need a second.

21 COMM. EDWARDS: Second.

22 CHAIRMAN RAMOS: All of those in
23 favor, signify by saying aye.

COMM. EDWARDS: Aye.

1 COMM. MCKEOWN: Aye.

2 COMM. YOUNG: Aye.

3 CHAIRMAN RAMOS: Aye.

4 Any opposed?

5 (No response.)

6 CHAIRMAN RAMOS: Motion carries.

7 Next item on the agenda is the Executive
8 Director Report.

9 MS. HAYNES: Good afternoon,
10 Commissioners.

11 CHAIRMAN RAMOS: Good afternoon.

12 COMM. EDWARDS: Good afternoon.

13 MS. HAYNES: So, I'd like to report
14 we had a very successful MLK weekend, starting on
15 the 14th of January with the 25th annual MLK
16 Celebration, followed by the fifth annual MLK Day
17 of Service.

18 And in February, we have the Social Status
19 of Black Males Day at the Statehouse, and if you
20 are so inclined, feel free to attend that event.
21 Let us know.

22 And in March, we'll kick off the Black
23 Barbershop Health Initiative, and that'll

1 continue through April as well. And April will
2 also kick off the first of our many CLE events
3 throughout the year, starting with the 2016 Fair
4 Housing Conference. It will be a two-day event,
5 where CLE credit and other types of credit will
6 be offered, so, again, if you are inclined,
7 please let us know so you can attend those.

8 Are there any questions thus far?

9 COMM. YOUNG: Just very quickly --

10 MS. HAYNES: Yes.

11 COMM. YOUNG: -- just looking at the
12 Events Calendar for the month of February --

13 MS. HAYNES: Yes.

14 COMM. YOUNG: -- Youth Black Males at
15 the Statehouse, the 29th is the correct date;
16 right?

17 MS. HAYNES: Correct. It was changed
18 from the 23rd.

19 CHAIRMAN RAMOS: Also, you also had a
20 Day of Service.

21 MS. HAYNES: Yes.

22 CHAIRMAN RAMOS: How did -- how did
23 that go?

1 MS. HAYNES: So, the Day of Service,
2 I -- as I was told, there were numerous indoor as
3 well as outdoor activities. It was very well
4 attended, had a very high turnout from numerous
5 partners, especially Geico, so we really
6 appreciated everyone's service and everyone
7 coming in and being willing to help.

8 CHAIRMAN RAMOS: Great. I thought
9 the MLK event was done very, very well --

10 MS. HAYNES: Thank you.

11 CHAIRMAN RAMOS: -- again. It's
12 always impressive, so thank you for coordinating
13 that process. You did an excellent job.

14 MS. HAYNES: Thank you so much.

15 I would also like to take this opportunity
16 to mention that today is officially my last day
17 with the agency. I will be transitioning into an
18 opportunity at the University of Virginia, and so
19 I did want to make sure that you guys were aware
20 of that. It has been a complete honor to serve
21 you, to serve with you, and to make sure that we
22 fulfill that mission of helping the people of the
23 State of Indiana. So, it's been my pleasure to

1 be with you.

2 CHAIRMAN RAMOS: And on behalf of the
3 Commission, thank you so much for your
4 contributions. You definitely helped to raise
5 the bar and keep all of the great things going, a
6 lot of achievements. So, thank you for that.

7 MS. HAYNES: Thank you so much. It's
8 much appreciated.

9 CHAIRMAN RAMOS: All right. So, next
10 on the agenda is the Old Business. We have no
11 Oral -- no Oral Arguments, and the next item is
12 the Report by Commissioners on Complainants
13 Appeals.

14 Comm. Young?

15 COMM. YOUNG: Thank you, Mr. Chair.

16 Starting with Donald Clay versus Indiana
17 Department of Labor Occupational Safety and
18 Health Administration, there were a few questions
19 that I had in seeking additional information,
20 particularly as it relates to -- there were
21 several individuals that Mr. Clay had indicated
22 that they had additional information, and going
23 through the files provided, I didn't see if there

1 was any follow-up or attempt to follow up with
2 those individuals that Mr. Clay had provided
3 names.

4 So, I would like to see if the
5 investigators can see that they follow up with
6 those individuals, and if they can provide any
7 additional information to assist in determining
8 whether to uphold or remand or take some other
9 course of action.

10 CHAIRMAN RAMOS: So, initially,
11 you're recommending to remand this back for
12 further investigation?

13 COMM. YOUNG: That's correct.

14 CHAIRMAN RAMOS: All right.
15 That's -- I'm sorry.

16 So, we need a motion to approve the
17 remand.

18 COMM. MCKEOWN: I move to remand for
19 further recommendation [sic].

20 CHAIRMAN RAMOS: I need a second.

21 COMM. EDWARDS: Second.

22 CHAIRMAN RAMOS: All of those in
23 favor, signify by saying aye.

1 COMM. EDWARDS: Aye.

2 COMM. MCKEOWN: Aye.

3 COMM. YOUNG: Aye.

4 CHAIRMAN RAMOS: Aye.

5 Any opposition?

6 (No response.)

7 CHAIRMAN RAMOS: Motion carries.

8 COMM. YOUNG: In the matter of Julie
9 Powers versus Lowe's, I recommend upholding the
10 finding of no probable cause.

11 CHAIRMAN RAMOS: I need a motion to
12 approve.

13 COMM. EDWARDS: So moved.

14 CHAIRMAN RAMOS: I need a second.

15 COMM. EDWARDS: Second.

16 CHAIRMAN RAMOS: All of those in
17 favor, signify by saying aye.

18 COMM. EDWARDS: Aye.

19 COMM. MCKEOWN: Aye.

20 COMM. YOUNG: Aye.

21 CHAIRMAN RAMOS: Aye.

22 Any opposed?

23 (No response.)

1 CHAIRMAN RAMOS: Motion carries.

2 COMM. YOUNG: And then finally, in
3 the matter of Roger Wilson versus Indiana State
4 Fairgrounds, I also uphold no -- uphold the no
5 cause finding.

6 CHAIRMAN RAMOS: I need a motion to
7 approve.

8 COMM. MCKEOWN: So moved.

9 COMM. EDWARDS: Second.

10 CHAIRMAN RAMOS: All of those in
11 favor, signify by saying aye.

12 COMM. EDWARDS: Aye.

13 COMM. MCKEOWN: Aye.

14 COMM. YOUNG: Aye.

15 CHAIRMAN RAMOS: Aye.

16 Any opposed?

17 (No response.)

18 CHAIRMAN RAMOS: The motion carries.

19 In the case of Pamela Phenning versus USA
20 Business Lending, I recommend that we uphold the
21 Director's finding of no probable cause. I need
22 a motion to approve.

23 COMM. MCKEOWN: So moved.

1 CHAIRMAN RAMOS: And a second?

2 COMM. EDWARDS: Second.

3 CHAIRMAN RAMOS: All of those in
4 favor, signify by saying aye.

5 COMM. EDWARDS: Aye.

6 COMM. MCKEOWN: Aye.

7 COMM. YOUNG: Aye.

8 CHAIRMAN RAMOS: Aye.

9 Any opposed?

10 (No response.)

11 CHAIRMAN RAMOS: Motion carries.

12 Comm. McKeown?

13 COMM. MCKEOWN: In the matter of
14 Joyce Spence versus Fifth Third Bank, I recommend
15 upholding the finding of no probable cause.

16 CHAIRMAN RAMOS: I need a motion to
17 approve.

18 COMM. YOUNG: So moved.

19 CHAIRMAN RAMOS: A second?

20 COMM. EDWARDS: Second.

21 CHAIRMAN RAMOS: All of those in
22 favor, signify by saying aye.

23 COMM. EDWARDS: Aye.

1 COMM. MCKEOWN: Aye.

2 COMM. YOUNG: Aye.

3 CHAIRMAN RAMOS: Aye.

4 Any opposed?

5 (No response.)

6 CHAIRMAN RAMOS: Motion carries.

7 COMM. MCKEOWN: In the matter of
8 Kylee Tremanine versus Golden Living Center, I --
9 I guess I'm going to have to ask that we push
10 this to the next meeting. I have a number of
11 questions on procedural history that are not in
12 my files.

13 There are -- and I don't know if this
14 needs to happen here in the formal meeting or if
15 it's something where I can meet with folks from
16 the Commission, but at some point, the letters
17 from counsel that became engaged throughout
18 the -- after the matter was initially filed and
19 then later filed, I -- they suggest that things
20 have occurred that I cannot find in the file.

21 And I also didn't know if there might be two
22 different proceedings going on at the same time.

23 So, I need more information on procedural

1 history in particular, and I was unable to put
2 all of that together based on the files I had.
3 So, I don't know if there are more files or if I
4 can get a chronology from preferably an attorney
5 and not just an investigator, that can explain
6 the procedural history and whether or not there
7 is more than one action. That would all be very
8 helpful.

9 MS. HAYNES: So, to clarify, are you
10 requesting a remand for additional information,
11 or are you asking for a clarification as to
12 aspects of the file you currently received?

13 COMM. MCKEOWN: Well, I guess that --
14 I guess part one is whether I have any and all
15 documentation. If I have absolutely everything,
16 then I have -- it doesn't seem to complete --
17 create a complete picture for me. So, if I don't
18 have it all, then I can receive the remaining
19 documents.

20 If I do have everything, then I think that
21 I have questions in terms of whether or not the
22 file's complete, if that makes sense. I mean
23 there are pieces where once the attorneys became

1 involved, they talk about findings from an
2 Administrative Law Judge that I can't find in
3 here, which made me wonder do they have -- are
4 there two different actions occurring at the same
5 time, or is that -- was the attorney just simply
6 wrong in that letter? And I just became really
7 confused on what was happening in the matter.

8 MS. HAYNES: Fair enough. So, it
9 sounds as if this matter will be postponed until
10 the February meeting --

11 COMM. MCKEOWN: Yes.

12 MS. HAYNES: -- at which time there
13 will be clarification as to whether everything is
14 in the file. If the answer is yes, then, of
15 course, you can make your determination as to
16 what should happen following that.

17 COMM. MCKEOWN: Okay. That would be
18 really helpful.

19 MS. HAYNES: Thank you.

20 COMM. MCKEOWN: Thank you.

21 CHAIRMAN RAMOS: We don't need a
22 motion on that, if it's just additional time.

23 COMM. MCKEOWN: Okay.

1 CHAIRMAN RAMOS: That's the Old
2 Business. On New Business, we have Assignment of
3 Appeals. We have three of those. I will start
4 with Comm. Edwards, if you would take -- and it
5 looks like Andrea Dilts versus the Clinic of
6 Family Medicine.

7 COMM. EDWARDS: Okay.

8 CHAIRMAN RAMOS: And Comm. Young,
9 Angelica Russ versus the Indianapolis Housing
10 Agency. Is there a confirmation?

11 COMM. YOUNG: Yes.

12 CHAIRMAN RAMOS: Okay. And I will
13 give Comm. McKeown a break and I will take Ugo
14 Anyaorah versus Enterprise Holdings.

15 The next item on the agenda is the Orders
16 before the Commission.

17 JUDGE ALLEN: Well, good afternoon.

18 COMM. EDWARDS: Good afternoon.

19 CHAIRMAN RAMOS: Good afternoon.

20 JUDGE ALLEN: This is very loud. As
21 you heard, Ms. Haynes has announced her last day
22 with the agency, and we are going to miss her
23 deeply. So, with Jamal's departure and now

1 Akia's departure, that leaves a huge gap right at
2 the top of our agency, and after numerous
3 discussions with the Governor's Office, they find
4 it necessary to at least place an interim
5 Director in the seat until a permanent individual
6 is named for the Executive Director position, and
7 I've been named as such.

8 I cannot serve in dual capacities; it will
9 cause a conflict. Just for your information,
10 especially for those of you who are newer on the
11 Commission, back on July 2nd, 2013, the
12 Commission had appointed me as the ALJ, per
13 statute, and so, you must now revoke that
14 appointment so that I may not serve in dual
15 capacities.

16 So, now there is an order before you
17 revoking the appointment, and I will allow Mr. --
18 or Chairman -- Vice-Chair Ramos to read it into
19 the record.

20 CHAIRMAN RAMOS: Okay. Before we go
21 into the -- we'll have some discussion on that.
22 From a rules standpoint, the -- we don't know the
23 amount of time that's in there, but how do we

1 handle the caseload and those elements, because
2 the people depend upon us?

3 JUDGE ALLEN: Sure. So, from my
4 understanding, an announcement will be made here
5 within the next few weeks. A few weeks is not a
6 large or a great amount of time in the Office of
7 Administrative Law. The proceedings can halt
8 while the changes are made at the Governor's
9 Office.

10 However, if we find that it's taking more
11 time than anticipated, then the Commission must
12 appoint a new ALJ to serve in that capacity, and
13 we will review or we can tackle that issue at the
14 next Commission meeting in February. Hopefully
15 by then we'll have more information as to who the
16 new Executive Director will be and whether or not
17 the Commission should appoint a new ALJ.

18 CHAIRMAN RAMOS: Okay. And then --
19 so, you will notify all individuals of whether
20 that's pending?

21 JUDGE ALLEN: So, along with the
22 order that you will sign today, a notice to the
23 parties letting them know what's going on and

1 what to anticipate here in the next few weeks
2 will also go out. At that time, I will encourage
3 the parties to participate in alternate means of
4 resolving the case. We have two staff mediators
5 who continue to participate in conciliation
6 efforts.

7 CHAIRMAN RAMOS: And so, you don't
8 have a Deputy Director as well.

9 JUDGE ALLEN: That's correct.

10 CHAIRMAN RAMOS: So, there are two
11 role -- well, two pieces that are open -- two
12 positions that are open, so you're going to
13 assume both of those roles, or is there going to
14 be an acting Deputy Director to assist you?

15 JUDGE ALLEN: There will not be an
16 acting Deputy Director. As the Executive -- as
17 the interim Executive Director, I have the
18 ability to sign off on the notice of findings, so
19 that there is continuous movement in the agency.
20 We do not want a situation where complaints are
21 stuck at the Deputy Director level, so as
22 Executive Director, I can make a finding on those
23 complaints, hence the conflict.

1 CHAIRMAN RAMOS: Okay.

2 COMM. MCKEOWN: Can I ask some -- so,
3 I presume that a lot of the matters you have, to
4 some degree, already touched, and now you'll sign
5 off -- I'm just trying to think through where the
6 walls are.

7 JUDGE ALLEN: Sure.

8 COMM. MCKEOWN: I mean are we too
9 late to already avoid those potential conflicts,
10 I guess, is what I'm asking.

11 JUDGE ALLEN: No, I do not touch any
12 of the complaints prior to the Deputy Director
13 issuing the notice of finding.

14 COMM. MCKEOWN: Okay.

15 JUDGE ALLEN: Once the Deputy
16 Director issues the notice of finding probable
17 cause, that is when the case is transferred to
18 the Office of Administrative Law Judge. So, all
19 of the cases that are pending before the Deputy
20 Director, there is no conflict for me to make a
21 ruling on those cases.

22 COMM. MCKEOWN: So, what would
23 happen -- I guess where we might run into a

1 time-line issue, then, is when you serve in the
2 interim capacity and, let's say, a different
3 person is named as the ED, when you resume in the
4 role of ALJ, then you will -- wouldn't be able to
5 sign off -- you wouldn't be able to perform as
6 ALJ because you signed off before, so then you
7 would have to recuse on all of those?

8 JUDGE ALLEN: That is correct.

9 COMM. MCKEOWN: Okay. I mostly just
10 was trying to think through how this is going to
11 flow work-wise, because I knew the balancing was
12 eventually going to create some conflict.

13 JUDGE ALLEN: That's right.

14 COMM. MCKEOWN: Okay. I guess we'll
15 cross that bridge when we get there.

16 CHAIRMAN RAMOS: I guess so.

17 Other questions for Ms. Allen?

18 (No response.)

19 CHAIRMAN RAMOS: Hearing none, I will
20 read the order. It says, "[To the] State of
21 Indiana Civil Rights Commission, [and the] Order
22 [is] Revoking [the] Appointment of Noell F. Allen
23 as Administrative Law Judge and Staying

1 Proceedings.

2 "On July 2[nd], 2013, the Indiana Civil
3 Rights Commission...pursuant to Ind[iana]
4 Code 22-9-1-6...deemed it necessary to appoint
5 Noell F. Allen to serve as the Administrative Law
6 Judge...in every case pending before [the Indiana
7 Civil Rights Commission] in which any of the
8 following criteria apply: [No.] 1, Reasonable
9 cause has been found pursuant to Ind[iana]
10 Code 22-9-5-6-9; or [No.] 2, Probable cause has
11 been found pursuant to 910 IAC 1-3-2 [in
12 paragraph] (b).

13 "That ORDER applied to all [of the] cases
14 that met one of those criteria[s] at that time
15 and to all cases that met one of those criteria
16 thereafter. Additionally, the ORDER amended
17 prior Orders entered by [the Indiana Civil Rights
18 Commission] appointing one...or more ALJs but did
19 not revoke any Appointments that had already
20 occurred under [the] prior Order.

21 "As of January 22[nd], 2016, Noell F.
22 Allen will serve as the [Indiana Civil Rights
23 Commission] Executive Director, thereby causing a

1 conflict for Ms. Allen to continue to serve as
2 the agency's appointed ALJ.

3 "Having carefully considered the foregoing
4 and being duly advised in the premises, the
5 undersigned Chairman of [the Indiana Civil Rights
6 Commission] revokes the appointment of Noell F.
7 Allen as ALJ. Cases pending before Noell F.
8 Allen will be stayed until a new ALJ is
9 appointed."

10 In the absence of our Chair, Alpha
11 Blackburn, and as Vice-Chair of the Indiana Civil
12 Rights Commission, I take that responsibility to
13 so order this on the 22nd day of January, 2016.
14 And all of those in favor of this Order, signify
15 by saying aye.

16 COMM. EDWARDS: Aye.

17 COMM. MCKEOWN: Aye.

18 COMM. YOUNG: Aye.

19 CHAIRMAN RAMOS: Aye.

20 Any opposed?

21 (No response.)

22 CHAIRMAN RAMOS: Then the motion
23 carries.

1 Okay. That moves us to the next item,
2 which is Findings of Fact, Conclusions of Law,
3 and Order.

4 Do you want to present these?

5 JUDGE ALLEN: In the matter of April
6 Bell versus Bella Vita Restaurant, the parties
7 entered into a settlement agreement, thereby
8 rendering the need for an administrative hearing
9 moot and dismissing the complaint, and so the
10 proposed order before you is an order dismissing
11 the complaint.

12 CHAIRMAN RAMOS: I need a motion to
13 approve the finding.

14 COMM. MCKEOWN: So moved.

15 CHAIRMAN RAMOS: Second?

16 COMM. YOUNG: Second.

17 CHAIRMAN RAMOS: All of those in
18 favor, signify by saying aye.

19 COMM. EDWARDS: Aye.

20 COMM. MCKEOWN: Aye.

21 COMM. YOUNG: Aye.

22 CHAIRMAN RAMOS: Aye.

23 Any opposed?

1 (No response.)

2 CHAIRMAN RAMOS: Motion carries.

3 The next item?

4 JUDGE ALLEN: Oh, in the matter of
5 Jamal L. Smith, in his official capacity as
6 Executive Director of the Indiana Civil Rights
7 Commission versus Buckingham Property Management
8 and Governor Square Apartments, in this
9 particular matter, the parties again entered
10 into -- I beg your pardon. They filed a notice
11 of election, wanting this matter heard in state
12 court, thereby causing the matter to be
13 dismissed. So, the proposed order before you is
14 a dismissal of the complaint.

15 CHAIRMAN RAMOS: A motion to approve?

16 COMM. MCKEOWN: So moved.

17 CHAIRMAN RAMOS: I need a second.

18 COMM. YOUNG: Second.

19 CHAIRMAN RAMOS: All of those in
20 favor, signify by saying aye.

21 COMM. EDWARDS: Aye.

22 COMM. MCKEOWN: Aye.

23 COMM. YOUNG: Aye.

1 CHAIRMAN RAMOS: Aye.

2 Any opposed?

3 (No response.)

4 CHAIRMAN RAMOS: Motion carries.

5 JUDGE ALLEN: In the next two,
6 Jamal L. Smith, in his official capacity as
7 Executive Director of the Indiana Civil Rights
8 Commission versus United Cerebral Palsy of the
9 Wabash Valley, Case No. HOha15060431 and
10 HOha15060430, both matters, the parties elected
11 to try this matter in state court.

12 CHAIRMAN RAMOS: All of those in --
13 I'm sorry. I need a motion to approve.

14 COMM. YOUNG: So moved.

15 CHAIRMAN RAMOS: Second?

16 COMM. EDWARDS: Second.

17 CHAIRMAN RAMOS: All of those in
18 favor, signify by saying aye.

19 COMM. EDWARDS: Aye.

20 COMM. MCKEOWN: Aye.

21 COMM. YOUNG: Aye.

22 CHAIRMAN RAMOS: Aye.

23 Any opposed?

1 (No response.)

2 CHAIRMAN RAMOS: Motion carries.

3 Thank you, Ms. Allen.

4 JUDGE ALLEN: Thank you.

5 CHAIRMAN RAMOS: Next item on the
6 agenda is the Consent Agreement, and there are
7 none, which takes us to Public Comments.

8 (No response.)

9 CHAIRMAN RAMOS: There -- no one has
10 public comments, so we'll go on, and then the
11 Announcements are next. Meeting dates for the
12 Commission, the next one is February 26th, and we
13 have the listing for the rest of them, so that
14 covers the announcements.

15 Any other announcements that we need to
16 make?

17 (No response.)

18 CHAIRMAN RAMOS: Hearing none, I need
19 a motion to adjourn.

20 COMM. EDWARDS: So moved.

21 CHAIRMAN RAMOS: And a second?

22 COMM. YOUNG: Second.

23 CHAIRMAN RAMOS: All of those in

1 favor, signify by saying aye.

2 COMM. EDWARDS: Aye.

3 COMM. MCKEOWN: Aye.

4 COMM. YOUNG: Aye.

5 CHAIRMAN RAMOS: Aye.

6 Any opposed?

7 (No response.)

8 CHAIRMAN RAMOS: Motion carries.

9 Meeting is adjourned.

10 - - -
11 Thereupon, the proceedings of
12 January 22, 2016 were concluded
13 at 1:34 o'clock p.m.
14 - - -

13

14

15

16

17

18

19

20

21

22

23

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

CERTIFICATE

I, Lindy L. Meyer, Jr., the undersigned Court Reporter and Notary Public residing in the City of Shelbyville, Shelby County, Indiana, do hereby certify that the foregoing is a true and correct transcript of the proceedings taken by me on Friday, January 22, 2016 in this matter and transcribed by me.

Lindy L. Meyer, Jr.,
Notary Public in and
for the State of Indiana.

My Commission expires October 27, 2016.